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23 October 1970

MEMORANDUM FOR: Director of Personnel

SUBJECT : Briefing Material on Personnel Movement and Management
in the 70's

1. This memorandum further explains why we do not expect average annual promotions to increase appreciably even though anticipated personnel losses in FY 1971-1975 will be substantially greater than separations in the preceding five year period.

2. The annual average promotions from GS-12 and above (to the Grades GS-13 and above) during FY 1966-1970 were [REDACTED] Annual average promotion possibilities resulting from personnel losses in the Grades GS 13-18 during FY 1966-1970 totaled [REDACTED] (This figure is the annual average for cumulative vacancies occurring in the Grades GS 13-18.) The difference between the figures [REDACTED] is attributable to a number of factors which have contributed to the creation of promotional opportunities, e.g., available CSGA spaces, grade increases and new positions in the GS-13 and above grades.

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3. The greater number of available CSGA spaces at the beginning of FY 1965, versus 1971, and the higher number of positions in the Grades GS-13 and above in FY 1971, versus 1965, account for all but about 40 of the [REDACTED] difference in FY 1966-1970 between actual average annual promotions and promotional opportunities attributable to turnover. It was not possible to figure the cumulative promotional opportunities created by new jobs at the Grades GS-13 and above, as contrasted to upgradings which do not provide cumulative promotional opportunities. This factor, however, would partially explain the 40 difference noted above.

4. Further detail information on the tables in the briefing materials dealing with past and future losses and promotional chances is contained in the attachment.

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[REDACTED]
Chief, Plans Staff

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OP/PS [REDACTED]:jmc (23 Oct. 1970)

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